

**House Committee on Workforce
& Talent Development**

Thursday, February 12th, 2015

Michigan Agri-Business Association

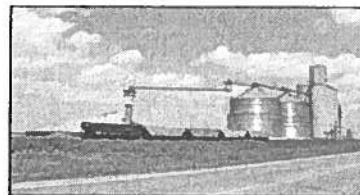
President: James E. Byrum



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BUSINESS SIDE OF INDUSTRY

- **Grain Handlers**
- **Agronomy
Providers**
 - Seed
 - Fertilizer
 - Crop Protection
- **Feed**



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BUSINESS SIDE OF INDUSTRY

- **Processing**
 - Food
 - Renewable Fuels
- **Transportation**
 - Trucking Companies
 - Railroads
 - Other
- **Service Companies**
 - Banks
 - Insurance
 - Legal and Accounting



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WHAT OUR MEMBERS DO

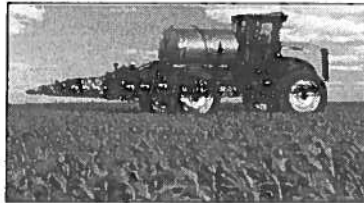
- **Supply products and advice to farmers**
 - More than 75% of recommendations farmers follow come from our members and their professional staff
- **Dry, store, and process grain and beans**
- **Actually handle the sale of grain and dry beans to end users/processors**
- **Facilitate and promote export sales**



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WHAT OUR MEMBERS DO

- **Inventory, blend and apply fertilizer, crop protection products for farmers**
- **Help farmers manage their crops**
 - Field scouting
 - Watch trend and predictability models
 - Stay up to date on technology



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ISSUES

- **Talent**
 - Finding people
 - Skills
 - Training



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TALENT

- **Rural – By Nature of Our Industry**
- **All Skill Levels**
- **Growth**
- **Pending Retirements**
- **Challenge of Changing Expertise**



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FINDING PEOPLE

- **Keeping People Local**
- **Not Enough!**
- **Agriculture Not Viewed as an “Exciting Occupation”!**
- **Take the Industry for Granted**



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FINDING PEOPLE

- **Competition for rural and agriculture young people**
- **Not enough with that life experience**
- **Universities are not meeting our needs**
 - Numbers
 - Abilities



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SKILLS

- **Technology**
 - Understanding
 - Interest
- **Ability to learn**
- **Interpersonal skills**
- **Our members offer their own training!**



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SKILLS

- **Supply Chain Management**
- **Commodity Trading**
- **Facility Operations**
- **Equipment Operators**
 - Application Equipment
 - Truck Drivers
- **Management**



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SKILLS

- **Management**
 - Current
 - Limited formal education
 - Grew with the facility
 - Self taught!



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SKILLS

- **Management**
 - New Generation
 - More formal education
 - Solid experience
 - Less "hands on," more *management*
 - True at ALL levels!



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TALENT

- **Job Training**
 - Training for what?
 - Most companies train their own
 - Broken system for some



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TRAINING

- **Our members train their own people**
 - Give credit for the skills our members provide their employees



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TALENT

- **Reward companies for hiring**
 - Credit for new hires
 - Certain length of time
 - Not replacing existing employees
 - Etc.
 - The companies actually train their own employees



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TALENT

- **Actual Job Skills**
- **Employability**
- **Job at the End of Training**
- **Save Money!**



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**"STRIVE TO BE WHERE THE
PUCK IS GOING TO BE, NOT
WHERE IT HAS BEEN!"**

- Wayne Gretzky

THANK YOU!



James Byrum
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www.miagbiz.org

